

COMMUNITY MANAGEMENT WEBCAST

[Chief Introduction]

Hello Team NAVFAC, and welcome to the next installment in our continuing series of webcasts intended to provide you real-time information on programs and actions that affect the Team, and in reality beyond our team, into the rest of the Navy and Marine Corp. I'm pleased to bring you this update webcast on the Community Management Program, number four in the CM series.

A lot has happened since the last Community Management webcast, and I want you to know the advances we've made. Key points include identifying leadership competencies and competencies required for each job, providing career management and career development, and forecasting our workforce needed in FY07, also referred to as workforce shaping.

I am very proud of the progress we've made so far in these uncharted waters. We truly are leading the Navy in developing our people programs built around core leadership training to match our workforce required to meet our clients' future needs. And because you, the NAVFAC workforce, are truly our #1 resource, we are also working hard to make NAVFAC "THE PLACE TO WORK".

As your leaders, we have a covenant with you to lead the corporation into the future and to truly create an environment in which to reach your full potential. Under this idea, we promise you clear direction, challenging work and the tools and training to do that work, recognition for a job well done, and opportunity for personal and professional growth. But on the flip side, your part of the covenant is to be, continue to seek opportunities both inside and outside of the command, and to help the Department of the Navy and NAVFAC move forward. How can you do this?

First, by taking smart risks. You need to push the envelope, be comfortable with change, communicate the lessons learned from successes as well as the not so successful and find new innovative ways to accomplish the mission. But do not forget that you must build into our fabric safety and the associated operational risk management in all things we do - 24/7/365. Another way you can contribute is to provide your comments about this webcast on NAVFAC's Community Management Program - your Community Management Program - and do it after the broadcast.

We are Team NAVFAC and to be the best, we must speak with "One Facilities Engineer Voice", and you've heard that before. As your leading advocate for Community Management, I thank you for your leadership and support.

And now I'd like to introduce our Director for Community Management, Ms. Amy Younts, who will provide more details on our actual progress and the road ahead.

[Amy Younts Portion]

Hello, my name is Amy Younts, and I am the Director of Community Management for NAVFAC. I'm pleased to talk to you today about the Community Management Program, the progress that NAVFAC CM teams across the Command and around the world have made since we started in August of last year, and what new initiatives we have on the horizon.

During our CONOPS Webcast in July of 2001 we showed you a chart from our Concept of Operations which describes the Community Management Process. This chart, shown here, depicts the life cycle of the Community Management Program.

The first mark represents the first phase of Community Management -- developing a CM Plan. In our webcast, we stated that all CM Plans would be completed by 30 September 2001. Those plans, after a lot of hard work, were approved by the Community Management Board in December 2001.

The Community Management Plans provide every employee in 15 different career fields - be they blue or white collar - at NAVFAC with community identification and how they fit into NAVFAC's corporate and businesslike strategies, the core competencies for each job, career development, leadership competencies and communication points of contact within their community. Providing this support to our people is critical for career assessment and growth. In addition, it allows each employee to read the plans of other communities, encouraging the cross-training and cross-functionality experience, which assists the business line leaders. Just as importantly, it can make your career with NAVFAC more interesting and rewarding. No one will be left behind. We want all of you to reach your full potential in your career.

The next step in the CM Process is an evaluation of our workforce. For you, this means an opportunity to evaluate your career growth and experience. You can view the Community Management Plan for your community on our website at this address. We will display the address again at the end of this web cast.

The CM Plan contains skill and ability competencies that your Community Manager has identified as necessary for your grade levels. During this fiscal year, the Chief Information Officer and Community Management Division will be providing desk top capability for you to evaluate yourself against these skill and knowledge competencies that were identified in your Community Management Plan. We plan to roll the software at SOUTHDIR in March and continue through the EFDs this fiscal year. This web-enabled program, called the NAVFAC Evaluation and Assessment Development System, or NEADS, is for career development and skill assessment only; it is not a performance appraisal system or tied into any performance appraisal system at all.

It is important to note that this evaluation is intended for career growth and knowledge exclusively, to assist you in mapping out your future with NAVFAC. You will also have access to some select information from your official OPM personnel file. If you would

like specific information about the NEADS program, please go to our website and review the Vice Commander's NEADS web cast found in the reference library.

The third part of our process describes the development of training and work experiences. This is why it is so critical that every employee make use of this electronic competency assessment program -- we will be using it to partner with the Director of Civilian Personnel Programs, Sara Buescher, to establish critical NAVFAC training and leadership programs. We expect to have our plans for this phase of CM completed in early FY03 and have currently doubled the funding requested in RAP 03 in anticipation of these training programs. The information we glean from your self-assessment training requirement will provide us with the necessary support we need to establish the training programs.

The next two bullets talk about recruitment and retention of a fully provisioned workforce and optimizing the business lines with Community Management requirements. In September 2001, the HQ Business and Support Line Leaders, with their field counterparts, began a comprehensive evaluation of the specific products and services we provide to our clients. We recently completed a study with "RAND" Corporation where we refined this process, called Strategic Human Resource Planning, or workforce shaping.

Workforce shaping is a process by which the Business and Support Line Leaders take a strategic look at the products and services we offer today, and will provide in the future, and identify what skills and abilities our Command must have in order to efficiently meet our clients' needs. Currently we are analyzing the business strategies and the community baselines to develop this plan and expect to have the results by late spring. The Community Managers may use this information as either a validation of their current plan, or as a catalyst to make changes to the demographics of their community. This look from today out to FY07 will ensure that NAVFAC will continue to excel in the execution of our mission and align our workforce with our strategic plan. The significant innovations and contributions made by our teammates will be reflected in the community management plans. This will also allow us to work with our Director of Civilian Personnel Programs, to craft succession management plans specific to each community in our effort to create robust candidate pools for our critical positions.

So what is next for this program? And how will it affect you?

During FY02, NAVFAC will be rolling NEADS out to the field components. The Community Management Board will also be concentrating on developing programs and policies to meet their workforce goals. The Board is establishing a Command-wide mentoring program to assist our personnel with their career development and growth. NAVFAC will be concentrating on integrating those programs, policies and mentoring initiatives with the NAVFAC Leadership Development Initiative, or LDI. Leadership competencies are an integral part of your career development and will be incorporated at every level into your individual development plan. Lastly, the Facilities Engineering Career Field has been approved and the development of education, training and

experience requirements in the planning, facilities management, environmental, engineering and construction and real estate functional areas are being developed by DoD teams led by NAVFAC. The development of the certification courses is on track and we anticipate an on-line pilot of a level 2 course by the end of FY03. We are excited about the recognition of our DAWIA personnel in the Acquisition Professional Community and look forward to the completion of these certification courses.

Finally, you'll note on this chart that the process starts all over again.

There is no end to the Community Management process. It will require continual work to update and refine our processes and programs to meet your needs and those of our clients. It will also require continual work on your part to decide and act upon your individual career goals.

I thank you for your time and interest, and ask that you take a few minutes after this broadcast to bookmark the Community Management web page and give us your ideas on NAVFAC's Community Management program. Thank you for your time and support in helping us move towards linking our personnel programs to our business strategies and make NAVFAC, "THE PLACE TO WORK" -- an integral part of the Navy -- Marine Corp Combat Team.

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